

Person Specification: Head of Secondary/Post 16 Class Teacher

ESSENTIAL	DESIRABLE
1. Qualifications	
Qualified Teacher Status	An additional qualification in the education of pupils with severe learning disabilities or SEN.
2. Teaching Experience	
- Substantial and recent experience of teaching pupils with severe & profound and multiple learning disabilities, including physical difficulties. - Experience of working effectively with young people who present with challenging behaviour	Teaching experience in more than one key stage
3. Professional Skills.	
- Proven ability to demonstrate outstanding classroom practice. - Proven ability to use assessment effectively to inform pupil progress and to analyse data to help the target setting process.	Evidence of successful multi-agency working
4. Management & Leadership	
- Proven ability to perform high level administrative duties commensurate with AHT post. - Proven ability in building and leading a staff team. - Proven ability in delegating responsibility and supporting team members with effective follow-up to ensure tasks are completed well. - Proven ability to work effectively and supportively as a team member. - Evidence of successful experience in developing and leading initiatives and managing change. - Evidence of effective contribution to the School Development Planning process. - Evidence of knowing how to evaluate a school's strengths and weaknesses.	Evidence of innovative and creative work with parents and carers.
5. Knowledge	
- Knowledge and experience of current good practice in special education provision. - Knowledge of recent developments in the curricula of schools for children with SLD and PMLD. - Knowledge of the Every Child Matters and Aiming High agendas. - Knowledge of how the National Curriculum Programmes of Study can guide curriculum planning. - Knowledge of how to promote independence and advocacy skills in children and young people with SLD and PMLD. - Commitment to one's own continuing professional development	An interest in educational research. Particular strengths and/or interests in certain curricula areas
6. Personal Skills	
Proven ability to: - Generate enthusiasm for new ideas in both pupils and staff and inspire others with confidence. - Communicate effectively to groups and individuals, orally and in writing. - Resolve conflict through empathy and negotiation, demonstrating a flexible approach to a variety of issues and a willingness to listen to others. - Analyse situations, to prioritise and to help to implement realistic solutions and remain calm when working under pressure. - Provide advice and guidance to parents in a positive and clear manner.	
7. Philosophy	
- Commitment to the provision of high-quality education for all pupils. - Commitment to integrated service delivery. - Evidence of understanding and commitment to Equality of Opportunity and having respect for pupils' individual differences. - Commitment to parental partnership in education and developing links between school, home & the community.	